

## Camp Ho Mita Koda Perks & Benefits

At Camp Ho Mita Koda, our core philosophy is **people over process**. More specifically, we have great people working together as a **dream team**. With this approach, we are a more flexible, fun, stimulating, creative, collaborative and successful organization.

It is Camp Ho Mita Koda's intent to provide its employees the flexibility to help balance the responsibilities of both work and personal life, thereby maximizing satisfaction, productivity, and value to CHMK. All perks are based on mutual trust between employer and employee and only available with the understanding that the employee fulfills their duties in a timely, acceptable, and high-level manner per each individual 'Effect on End Result'.

### Camp Ho Mita Koda Tenets

1. Always act in the best interest of the company.
2. Never do anything that makes it harder for others to achieve their goals.
3. Do whatever you can to achieve your own goals.

### SEASONAL STAFF

- **Pro Deals**
  - As a part of the summer camp industry, our staff are eligible for major discounts on outdoor gear after 30 days of employment with several top companies like Chaco, Outdoor Prolink, Black Diamond, Liberty Mountain.
- **Free Access to CHMK Gear**
  - We pride ourselves on using high quality gear for our camps. We provide all staff with access to use our gear during non-camp hours.
- **Camp Discounts for Your Family**
  - 25% off when registering in advance
  - 50% off when registering 5 days prior to the start of the session
  - 75% off when registering within 24 hours of the start of the session
- **Volunteer Hours**
  - If you have a non-profit you love that supports our mission and you volunteer for more than 5 hours in a year, we will donate \$25 to the organization.
- **Referral Program**
  - Refer others to work with us and you could win \$250 per referral who is hired.
- **Professional Development**
  - Throughout the year, we offer multiple professional development opportunities for our staff to gain more knowledge about summer camp operations and business-related topics through field training days, Leadership Development Program (LDP), webinars, conference grants and optional meetups throughout the year.

## FULL TIME LEADERSHIP STAFF

- **Perks**
  - Eligible for all perks and benefits for “Seasonal Staff”
- **Flexible Work Hours**
  - Frankly, we intermix work and personal time quite a bit, doing email at odd hours, taking off a weekday afternoon, etc. As long as high quality, important, and consistent work is accomplished, employees make up their own work hours. Communication is key.
- **Remote Work**
  - If a position’s responsibilities and tasks can be accomplished remotely, without adding unnecessary work for colleagues, employees have the opportunity to work at a location of their choosing!
- **Paid Time Off / Vacation**
  - Our vacation policy is “take vacation.” We don’t have any rules or forms around how many weeks per year. Our leaders make sure they set good examples by taking vacations, often coming back with fresh ideas, and encourage the rest of the team to do the same.
- **Opportunities For Growth**
  - We believe in our staff and want to compensate them accordingly. In lieu of annual cost of living allowances and incremental raises, we calibrate salaries to the market once a year. We aim to pay all of our people at the top of their personal market to attract and retain the best of the best.
- **Onsite Housing**
  - For certain positions, and if space is available, we provide onsite housing. Rent and utility free.
- **Program Tuition**
  - We provide access to all CHMK programs to eligible children of staff, tuition free.
- **Paternity/Maternity Leave**
  - We believe that family comes first at CHMK. We work with each individual employee to come up with a mutually beneficial amount of paid time off that is meaningful for the employee. There is no set limit to Paternity/Maternity leave as it is agreed upon with each supervisor. Extended periods may be subject to unpaid time off.
- **Healthcare**
  - We believe in taking care of our staff and their well-being. We are proud to offer up to 100% covered individual Healthcare Benefits for each eligible employee.
- **Retention Perks**
  - 1 Year           Camp Swag/ 1 Item from Website
  - 3 Years         \$300 toward a personal or group item for Camp
  - 5 Years         Up to \$500 toward an ‘Experience’ of your choosing
  - 7 Years         Up to \$1000 toward an ‘Experience’ of your choosing
  - 10 Years        2 Plane Tickets to Anywhere in the World + \$1,000 Spending Cash!
- **Discretionary End-Of-Year Bonus**
  - When the organization wins, so does our team. A discretionary bonus may be distributed based on the annual performance of the foundation and the end-of-year financial standing.